

September 17, 2008

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The HUMAN SERVICES COMMITTEE met in regular session on August 27, 2008, and recommends the following motions:

1. Review minutes of:
 - a. Human Services Board (7/17/08).
 - b. Children with Disabilities Education Board (7/15/08 & 7/18/08).
 - c. Homeless Issues & Affordable Housing Sub Committee (7/15/08).
 - d. Community Options Program Appeals Committee (8/11/08).
 - e. Veterans' Recognition Sub Committee (8/12/08).
 - f. Aging & Disability Resource Center (7/10/08).
 - g. Board of Health (3/11/08).

Receive & place on file items a-g.
2. Health Dept. - Update re: Packerland's odor complaints in the last two years. (From previous meeting with officials bringing back an update about steps they've taken to reduce the odor.) Receive & place on file.
3. Health Dept. - Budget Status Financial Report for June 30, 2008. Receive & place on file.
4. Health Dept. - Director's report. Receive & place on file.
5. Human Services Dept. - Request for Budget Transfer (#08-53): Increase in Expenditures with Offsetting Increase in Revenue: Request expenditures & offsetting revenue to account for additional grant funds received through the Dept of Health and Family Services for CCS/CSP Quality Improvement programming (\$127,919). Approve.
6. Human Services Dept. - Approval of RFP for Food Service Supplier for Mental Health Center. Approve.
7. Human Services Dept. - Mental Health Center Statistics (July 2008) Receive & place on file.
8. Human Services Dept. - Bellin Psychiatric Monthly Report (July 2008). Approve.
9. Human Services Dept. - Approval for New Non-Continuous Vendor. Approve.
10. Human Services Dept. - Approval of New Contract Vendors. Approve.
11. Human Services Dept. - Monthly Contract Update. Receive & place on file.

Human Services Committee

September 17, 2008

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12. Human Services Dept. - Crisis Services RFP update. See #12a.
- #12a Human Services Dept. – Approval of RFP fiscal intermediary services for Human Services Dept. Approve the RFP.
13. Human Services Dept. - Family Care Update. Receive & place on file.
14. Human Services Dept. - WCHSA Minutes:
 - a. WCHSA Executive Board Minutes (July 10, 2008).
 - b. WCHSA Meeting Minutes (July 24, 2008).Receive & place on file.
15. Human Services Dept. - Director's report. Receive & place on file.
- #15a Resolution re: Change in Table of Organization Human Services (Delete a .4 FTE Community Treatment Program Worker position and add a .4 FTE Licensed Practical Nurse position. (Referred to Executive Committee.) Committee approved. See Resolutions, Ordinances September County Board.
- #15b Resolution re: Change in Table of Organization Human Services (Transfer Medical Transcriptionist position from Human Services Para-Professional bargaining unit to MHC 1901 bargaining unit). (Referred to Executive Committee.) Committee approved. See Resolutions, Ordinances September County Board.
16. Aging & Disability Resource Center Budget Status Financial Report for June 30, 2008 & July 31, 2008 and Veterans Dept. Budget Status Financial Report for June & July, 2008. Receive & place on file.
17. Audit of bills. Pay the bills.

Approved by:

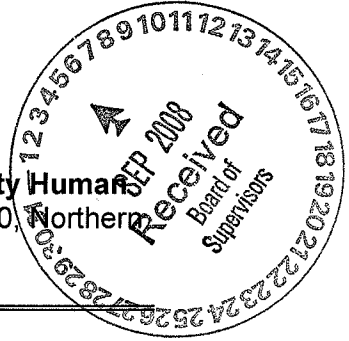
COUNTY EXECUTIVE

Date

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PROCEEDINGS OF THE BROWN COUNTY
HUMAN SERVICES COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Human Services Committee** was held on Wednesday, August 27, 2008 in Room 200, Northern Building – 305 E. Walnut Street, Green Bay, Wisconsin



Present: Pat Evans, Steve Fewell, Jesse Brunette, Julie Knier, Rich Langan, Pat La Violette, Tom Lund

Excused:

Also Present: Supervisor Nicholson, Jayme Sellen, Mark Quam, Diane Pivonka, Dale DeNamur; Others: Karen Johnston, Director, Catholic Charities, Mallory Tomasovich, Teen Parent Case Manager, Sara Denis, Case Manager & Jennifer Alf, Parenting Services Coordinator; Bob Daubenspeck, Group VP for Human Resources/Smithfield Spokesperson, Smithfield Beef Group, Mark Ritsema, Environmental Director, Curt Grimm, General Manager, Jeffrey Johnson, VP Engineering; Other Interested Parties; News Media.

I. CALL MEETING TO ORDER:

The meeting was called to order by Supervisor Tom Lund at 6:01 p.m.

II. APPROVE/MODIFY AGENDA:

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR KNIER TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

III. APPROVE/MODIFY MINUTES OF JULY 23, 2008:

A MOTION WAS MADE BY SUPERVISOR KNIER AND SECONDED BY SUPERVISOR BRUNETTE TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

COMMENTS FROM PUBLIC /SUCH OTHER MATTERS AS AUTHORIZED BY LAW:

None.

REPORT FROM HUMAN SERVICES CHAIR, PATRICK EVANS:

No report.

Chairman Pat Evans arrived at 6:03 p.m.

Supervisor Steve Fewell arrived at 6:11 p.m.

Supervisor Steve Fewell was excused at 6:28 p.m.

PRESENTATION BY CATHOLIC CHARITIES REGARDING THEIR TEEN PARENT PROGRAM. (REQUEST FROM JUNE 28, 2008 MEETING):

Karen Johnston, director of Catholic Charities, came forward and gave some brief introductory remarks and introduced the team doing the work of the Teen Parent Program for Brown County. See attached presentation material.

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR KNIER TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

1. REVIEW MINUTES OF:
 - a. HUMAN SERVICES BOARD (7/17/08).
 - b. CHILDREN WITH DISABILITIES EDUCATION BOARD (7/15/08 & 7/18/08).
 - c. HOMELESS ISSUES & AFFORDABLE HOUSING SUB COMMITTEE (7/15/08).
 - d. COMMUNITY OPTIONS PROGRAM APPEALS COMMITTEE (8/11/08).
 - e. VETERANS' RECOGNITION SUB COMMITTEE (8/12/08).
 - f. AGING & DISABILITY RESOURCE CENTER (7/10/08).
 - g. BOARD OF HEALTH (3/11/08).

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR BRUNETTE TO RECEIVE AND PLACE ON FILE ITEMS 1 A-G. Vote taken. MOTION CARRIED UNANIMOUSLY.

HEALTH DEPT.

2. UPDATE RE: PACKERLAND'S ODOR COMPLAINTS IN THE LAST TWO YEARS. (FROM PREVIOUS MEETING WITH OFFICIALS BRINGING BACK AN UPDATE ABOUT STEPS THEY'VE TAKEN TO REDUCE THE ODOR.)

Jon Paul, Health Lab/Environment Manager, provided a handout (attached) re: Packerland Packing Smithfield Beef Group Odor Issues.

Bob Daubenspeck, Group VP for Human Resources/Smithfield Spokesperson, Smithfield Beef Group and Mark Ritsema, Environmental Director came forward. Daubenspeck thanked the committee for giving them an opportunity to update them and the community on what they have been doing and what they plan on continuing to do in the future with regards to the odor issue. One idea that had come to their attention was to increase the height of their main exhaust stack. They have studied the idea in depth and think it has merit and therefore have made the decision to go ahead with the construction of it. At that time he turned the meeting over to Ritsema for a brief presentation (attached).

Chair Evans stated he appreciated the good work Smithfield does and knows they have been trying to be a good neighbor.

Supervisor Nicholson stated he is very agreeable with the steps they are taking and believes the residents in the area will be very happy and hopes this is the solution. He thanked the committee and Packerland for their cooperation and hard work for the community. Daubenspeck responded that they take it seriously, and it is their responsibility to meet the objectives and they will do it.

Supervisor Lund stated his concern was the cost to build the stack and

questioned if it was budgeted for. Jeffrey Johnson responded yes, there was a budgetary number of \$350,000 for this from their engineering firm.

Supervisor Langan stated he had contacted the EPA and the State DNR and as far as the State is concerned, the elevation of the stack should do what Smithfield says it should do. The State DNR is happy with the idea.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR BRUNETTE TO SUSPEND THE RULES TO HAVE INTERESTED PARTIES SPEAK. Vote taken. MOTION CARRIED UNANIMOUSLY.

Jeffrey Gruse – 2046 Fern Lane

Mr. Gruse stated he had been a resident in his home for 17 years and appreciates everything Smithfield has been doing or trying to do and agree that if the stack works, "great, end of story." He is concerned that they had put two million dollars into the company thus far and he can say that over the course of the last three years, the odor problems have become worse than the previous 14 years. It is a quality of health and a community issue. He had worked in healthcare for 35 years and smelled many things; odors don't bother him but believes this odor is ungodly. If they say their numbers show that it has improved, he doesn't understand. The neighborhood he lives in, there are a number of individuals that have the same concerns but are fed up and don't talk or do anything anymore because it's a way of life. He believes it shouldn't be a way of life. The community shouldn't have to adjust to a business; the business should have to adjust to the community. He believes they are trying now but feels it had taken too long. He is hopeful if it works and will continue to stay in the neighborhood.

A MOTION WAS MADE BY SUPERVISOR KNIER AND SECONDED BY SUPERVISOR LA VIOLETTE TO RETURN TO REGULAR ORDER OF BUSINESS. Vote taken. MOTION CARRIED UNANIMOUSLY.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR LANGAN TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

3. **BUDGET STATUS FINANCIAL REPORT FOR JUNE 30, 2008.**

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR KNIER TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

4. **DIRECTOR'S REPORT.**

Health Director, Judy Friederichs, reported on the following:

- a) **VACCINATIONS:** Summertime is a busy time for immunization clinics, partly because kids are getting ready to go back to school and some college kids get their immunizations through the Health Department. This year there was an added flow of children coming because they have upgraded immunization requirements starting this school year.

The Health Department had worked with Farm Technology Days and this was a good opportunity to get some really high risk individuals immunized against tetanus. The State provided them with extra tetanus and about 300 doses were given. There is a new vaccine for adults for tetanus that also includes the pertussis components.

Influenza clinics will be out in the fall again and Friederichs stated as of now, it doesn't seem like there is going to be a vaccine shortage. There is a huge advantage to people getting the flu shot, it keeps them free of complications from influenza. Last year the Health Department had free flu mist to give to children and kids responded very well to it. They will be increasing the number of doses they have available for children in this particular format because of its success.

- b) **COMMUNICABLE DISEASES:** There have been a couple outbreaks in the spring related to the norovirus and it was happening all over the state. Noroviruses are a group of viruses that cause the "stomach flu," or gastroenteritis, in people. There had been some with salmonella.

Their ongoing activities are with tuberculosis (TB) controls which seem to be the departments most labor intensive. They have not had any active cases reported yet but have over 100 people take medication to prevent TB. There had been improvements in TB testing. In high risk populations there is a blood testing vs. the skin test which is more expensive but is much more specific to the TB bacteria and is more reliable. It avoids having to go through a whole process of testing and treating people when they might have a related antigen.

- c) **RABIES VACCINE:** Summertime is a big time for animal bites and one of their challenges this summer had been a rabies vaccine shortage. They have been working very closely with clients, the community, and the state sorting through the calls to make sure they are high priority for vaccine. They have to authorize through the last company that had vaccine available to facilitate that authorization for the release of the vaccine to the pharmacies. Right now there are vaccines but are working very closely with the individuals to make sure the risk people are appropriately protected. It's been very complicated and they have had a very busy period with that exposure and are very high risk exposures.
- d) They are in the process of organizing around to do a community assessment in health improvement program. By statute, it has to be done every five years. They gather partners in the community from all different settings: HealthCare, United Way, New Community Clinic, etc. This year they are looking at a survey model and selecting out what those questions will be and working with a survey center. Their steering group will identify what their priorities are for action in the community.
- e) The Health Department has been the home for survey of the Health of Wisconsin. They are from the UW School of Medicine and

Public Health. They park their RV at the Health Department and do surveys in the community

A MOTION WAS MADE BY SUPERVISOR KNIER AND SECONDED BY SUPERVISOR LA VIOLETTE TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

HUMAN SERVICES DEPT.

5. REQUEST FOR BUDGET TRANSFER (#08-53): INCREASE IN EXPENDITURES WITH OFFSETTING INCREASE IN REVENUE: REQUEST EXPENDITURES & OFFSETTING REVENUE TO ACCOUNT FOR ADDITIONAL GRANT FUNDS RECEIVED THROUGH THE DEPT OF HEALTH AND FAMILY SERVICES FOR CCS/CSP QUALITY IMPROVEMENT PROGRAMMING (\$127,919).

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR BRUNETTE TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

6. APPROVAL OF RFP FOR FOOD SERVICE SUPPLIER FOR MENTAL HEALTH CENTER.

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR KNIER TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

7. MENTAL HEALTH CENTER STATISTICS (JULY 2008):

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR BRUNETTE TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

8. BELLIN PSYCHIATRIC MONTHLY REPORT (JULY 2008):

A MOTION WAS MADE BY SUPERVISOR BRUNETTE AND SECONDED BY SUPERVISOR LANGAN TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

9. APPROVAL FOR NEW NON-CONTINUOUS VENDOR:

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR LUND TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

10. APPROVAL OF NEW CONTRACT VENDORS:

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR LUND TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

11. MONTHLY CONTRACT UPDATE:

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR LUND TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

12. CRISIS SERVICES RFP UPDATE:

Discussion held under #12a

#12a APPROVAL OF RFP FISCAL INTERMEDIARY SERVICES FOR HUMAN SERVICES DEPT:

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR LANGAN TO APPROVE THE RFP. Vote taken. MOTION CARRIED UNANIMOUSLY.

13. FAMILY CARE UPDATE:

Human Services Director, Mark Quam, stated Kewaunee and Oconto seemed the most interested in forming a district with Brown. He believes Door and Marinette will want to also but they are not as ready. Kewaunee's Human Service Board had already said they were in and to sign them up. They have plans to meet with Kewaunee and Oconto in the next week.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR KNIER TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

14. WCHSA MINUTES:

- a) WCHSA EXECUTIVE BOARD MINUTES (JULY 10, 2008):
- b) WCHSA MEETING MINUTES (JULY 24, 2008):

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR LUND TO RECEIVE AND PLACE ON FILE. Vote taken. MOTION CARRIED UNANIMOUSLY.

15. DIRECTOR'S REPORT:

Diane Pivonka, Mental Health Center Inpatient Services Director, came forward to respond to concerns from Ms Reimers from last months meeting. She stated that they had reassured Ms Reimers that they would make staff aware of all her issues. The house managers were instructed to make rounds frequently. She was told to go to the switchboard to ask for a house manager at any time concerns arise. She was given a copy of the official complaints form and told about the process. Ms Reimers stated she didn't want to involve the state and things were now much better. There were concerns about the dress code in which Pivonka provided a copy (attached) for the committee and briefly went over it.

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY

**SUPERVISOR BRUNETTE TO RECEIVE AND PLACE ON FILE. Vote taken.
MOTION CARRIED UNANIMOUSLY.**

- #15A RESOLUTION RE: CHANGE IN TABLE OF ORGANIZATION HUMAN SERVICES (DELETE A.4 FTE COMMUNITY TREATMENT PROGRAM WORKER POSITION AND ADD A .4 FTE LICENSED PRACTICAL NURSE POSITION. (REFERRED TO EXECUTIVE COMMITTEE.))

A MOTION WAS MADE BY SUPERVISOR LUND AND SECONDED BY SUPERVISOR LA VIOLETTE TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

- #15B RESOLUTION RE: CHANGE IN TABLE OF ORGANIZATION HUMAN SERVICES (TRANSFER MEDICAL TRANSCRIPTIONIST POSITION FROM HUMAN SERVICES PARA-PROFESSIONAL BARGAINING UNIT TO MHC 1901 BARGAINING UNIT). (REFERRED TO EXECUTIVE COMMITTEE.)

A MOTION WAS MADE BY SUPERVISOR LA VIOLETTE AND SECONDED BY SUPERVISOR LUND TO APPROVE. Vote taken. MOTION CARRIED UNANIMOUSLY.

AGING & DISABILITY RESOURCE CENTER BUDGET STATUS FINANCIAL REPORT FOR JUNE 30, 2008 & JULY 31, 2008 NO OTHER AGENDA ITEMS.
VETERANS DEPT. BUDGET STATUS FINANCIAL REPORT FOR JUNE & JULY, 2008. NO OTHER AGENDA ITEMS.
SYBLE HOPP SCHOOL NO AGENDA ITEMS.

A MOTION WAS MADE BY SUPERVISOR KNIER AND SECONDED BY SUPERVISOR LUND TO RECEIVE AND PLACE ON FILE AGING & DISABILITY and VETERANS DEPT. Vote taken. MOTION CARRIED UNANIMOUSLY.

OTHER

16. AUDIT OF BILLS:

A MOTION WAS MADE BY SUPERVISOR BRUNETTE AND SECONDED BY SUPERVISOR LUND TO PAY THE BILLS. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Lund and seconded by Supervisor La Violette to adjourn at 7:55 p.m. MOTION APPROVED UNANIMOUSLY

Respectfully submitted,

Alicia A. Loehlein
Recording Secretary

Teen Parent Program

Catholic Charities

Program Overview

- Pregnancy prevention services
- Case management for teen parents
- Program is based on the 40 Developmental Assets

Program goals

- Prevention-
 - Providing abstinence based presentations
 - Presentations to build assets and develop healthy relationships

Program goals (continued)

- Case management-
 - To earn a diploma or high school equivalent
 - To become enrolled in post secondary education or be employed within 3 months of graduating
 - To develop assets
 - To prevent subsequent pregnancies

Program Demographics

- Age of clients-
 - 12 are under 18
 - 20 are 18 to 21
 - 1 client has aged out of teen parent program
- Number of children-
 - 27 are first time parents
 - 3 have 2 children

Current program demographics

- School attending-
 - 7 clients at East
 - 1 at West
 - 2 at Preble
 - 0 at Southwest
 - 3 at Other
- Graduation status-
 - 7 have diploma
 - 8 are enrolled in a GED/HSED program
 - 10 enrolled in high school
 - 1 in post secondary
 - 5 other

Program demographics

- Referral source-
 - 12 from Teen Age Parent Program at East High School
 - 14 from Family Services (Healthy Families, Prenatal Care Coordination, FRST)
 - 1 from Brown County Juvenile Services
 - 2 from Brown County Kinship Care
 - 2 from friends
 - 2 from self

Program Networking

- We have formal relationships with House of Hope and Marion House Apartments
- We are members of the Adolescent Parenting Coalition and the United Way Children's and Families' workgroup
- Who we have connected with-
 - Churches
 - Schools
 - Community providers

How we are doing-

- Program started in May 2008
- 32 teen parents are currently in the program
- 12 teens, 11 children, 3 family members attended August's educational event. This is up from July's numbers being 5 teens and 3 kids, and 4 family members.
- Outcomes are measured quarterly and the measurements for each outcome have been provided. Given the short time frame of the program the numbers are promising.

What our clients say-

To Whom It May Concern:

My name is [REDACTED] and I am a young adult with two beautiful daughters; a two year old and a two month old. They are a hand full, but I love them both so much. I've currently been working with Catholic Charities Teen Parent Program for two months and they have been a big help to me. I have been able to reach many goals with their help in only these two months. For example, I have found employment at a nursing home, enrolled in a Certified Nursing Assistant program and also received my instructional driver's permit. I have been practicing very hard so that I can soon take my driving test and receive my driver's license. I really appreciate all they have done for me so far. My Case Manager in the Teen Parent Program has referred me to the WINR program and this is why I am now asking for your help. If I only had my own transportation there would be so many more goals I could reach. I could go back to school in the morning for GED and still make it to work in the afternoon. I would be able to get my two daughters back and forth to daycare and make it to all of their doctor's appointments. This is all very hard for me to do getting on the bus with two kids. With winter soon approaching, I don't know how I am going to do it. I've had to go grocery shopping on the bus with my two daughters and if you only know how difficult it is for me without my own transportation. If I could get some help from the WINR program it would be the best thing that ever happened to me and I know I would be able to achieve even more of my goals.

Sincerely,
[REDACTED]

Longevity of Program

- We are continually searching for outside dollars in order to be good stewards of taxpayers' money.
- We have applied for the following grants to help fund the Teen Parent Program;
 - Greater Green Bay Women's Fund
 - Community Based Abstinence Education Program (federal grant)

For more information, please contact.....

- Mallory Tomasovich, Teen Parent Case Manager, 920-272-8246, mtomasovich@gbdioc.org
- Sarah Denis, Case Manager, 920-272-8330, sdenis@gbdioc.org

How to Reach Us...

For additional information about our Teen Parent Program or to schedule an appointment please call Catholic Charities at:

(920) 272-8234

Or Call Us Toll Free at:

1-877-500-3580 ext. 8234

Catholic Charities is funded by:

The Bishops Appeal,

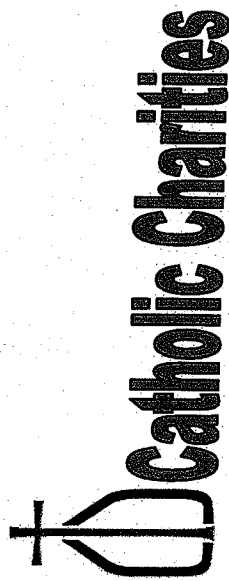


And by Government grants and private contributions.



Catholic Charities of the Diocese of
Green Bay, Inc. is affiliated with
Catholic Charities, USA.

Catholic Charities services are accredited by the Council on Accreditation.



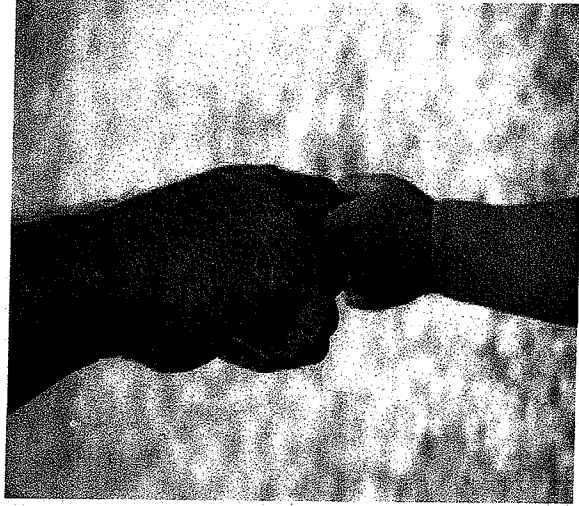
*Helping People, Strengthening Families, Building
Community*



Teen Parent Program

About Catholic Charities

Catholic Charities has been helping parents and families for 90 years. We are dedicated to working with parents to ensure that the family is receiving the services that it needs. Our goal is to help parents make healthy decisions regarding their children and to ensure the well being of them and their children.



Who Does Catholic Charities Serve?

Catholic Charities serves children, adolescents, adults, couples, and families of any religious background, race or nationality residing in Northeast Wisconsin.

Case Management

An unplanned pregnancy or parenting can seem like an overwhelming obstacle. The Teen Parent Program offers case management services to those teens who are in need of support in creating a well thought out parenting plan. We are dedicated to assisting you in becoming the best parent you can be.

- ★ Meet regularly with a Case Manager
- ★ Develop a plan that specifically meets individual needs and goals

Connecting with Community Resources

The ultimate goal of our Case Management Services is to help parents get connected with community resources such as:

- ★ WIC
- ★ Medical Assistance
- ★ Food Stamps
- ★ Housing Assistance
- ★ Child Care

And any other community resource a parent may need.

Pregnancy Prevention

The Teen Parent Program believes in teaching abstinence education as a way to prevent unplanned pregnancies. The program addresses social and peer pressures related to pre-marital sex and pregnancy.

The program focuses on independent living skills and building positive relationships for individuals. The Teen Parent Program hosts events to educate teens on risk taking behaviors and delaying sexual activity.



Our services to teen parents are free and confidential

PACKERLAND PACKING

SMITHFIELD BEEF GROUP

2005	27	ODOR ISSUES -- 1 CITATION
2006	32	ODOR ISSUES --- 0 CITATIONS
2007	31	ODOR ISSUES - 0 CITATION
(1/1—8/24) 2008	67	ODOR ISSUES -1 CITATION

FAX



Odor Control and Evaluation

Smithfield Beef Group - Green Bay, Inc.
Lime Kiln Road Facility

August 2008

Smithfield[®]
Beef Group
Green Bay

Discussion Topics

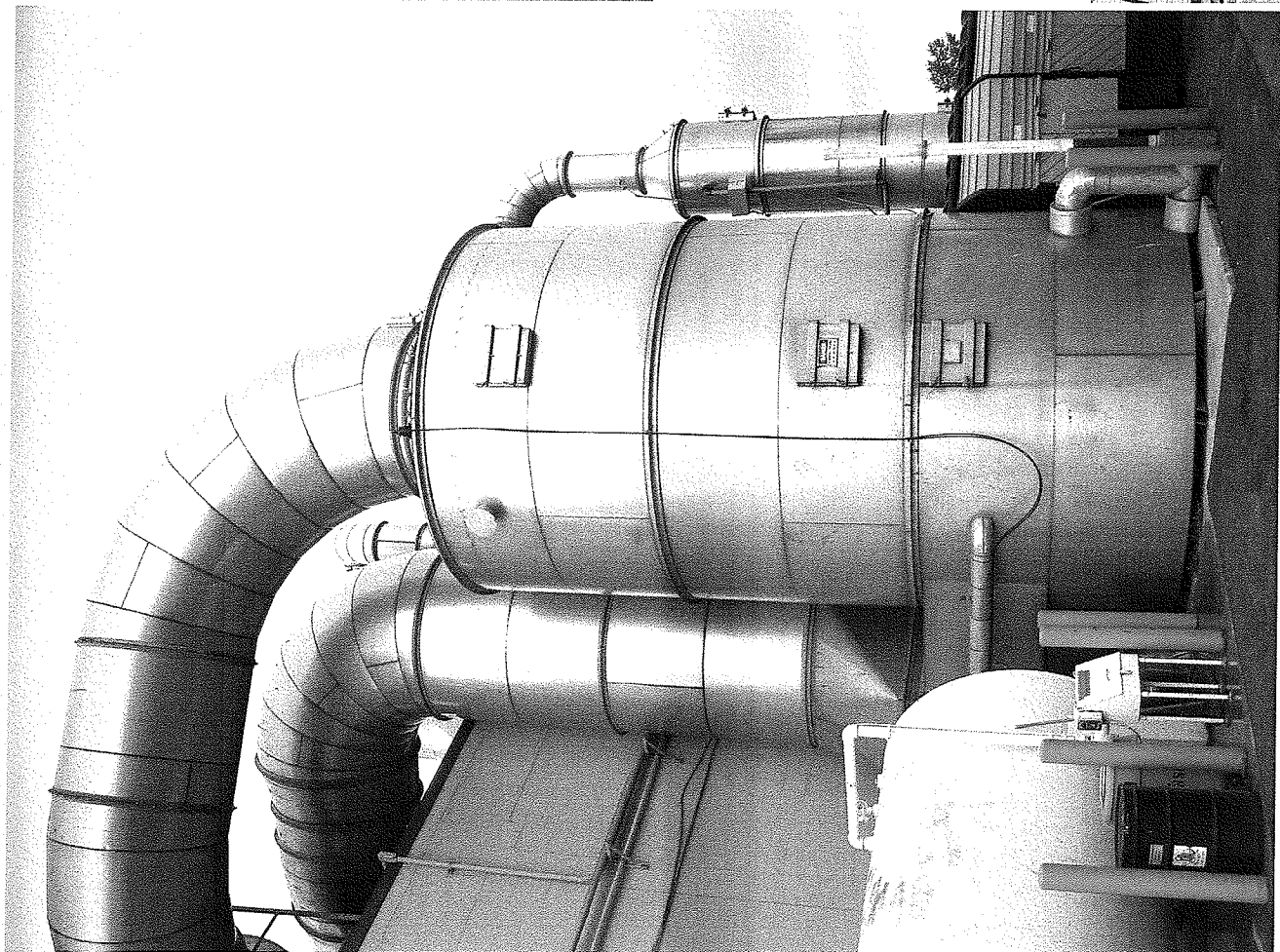
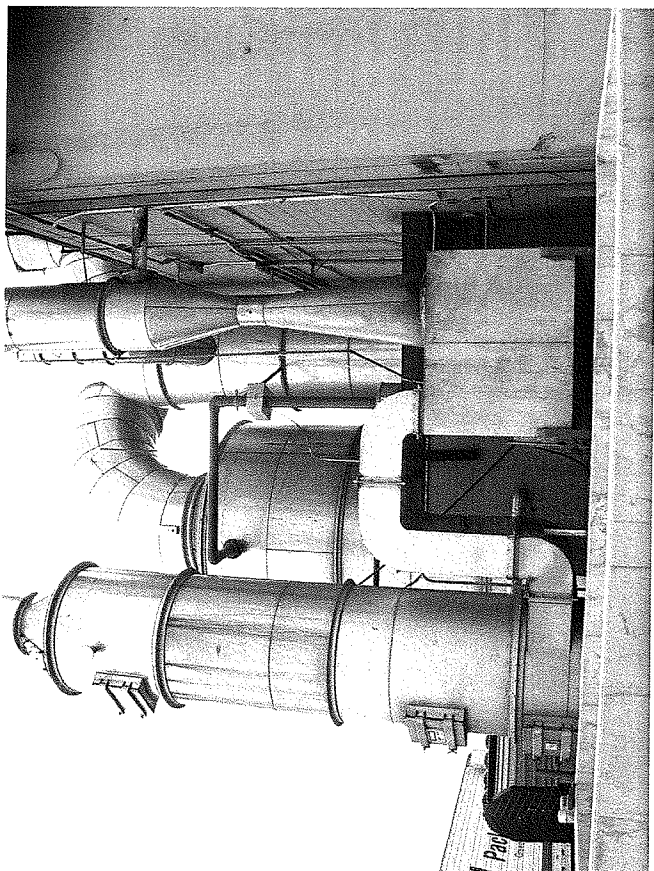
- Improvements made since 2001
- Air Dispersion Modeling for Additional Improvements
- Next Steps and Schedule

Continual Emphasis & Improvement – Mechanical

- Installed a biofilter
- Improvements made on odor capture systems
- Enhanced odor control methods
- Chemical program improvements
- Installed an online monitoring system

Continual Emphasis & Improvement – Managerial

- Hired an additional technical staff person
- Created an 'Environmental Management Program'
- Enhanced odor complaint tracking, response and analysis system
- Offsite Odor Patrols
- Neighborhood Concern Hotline (406-2200)



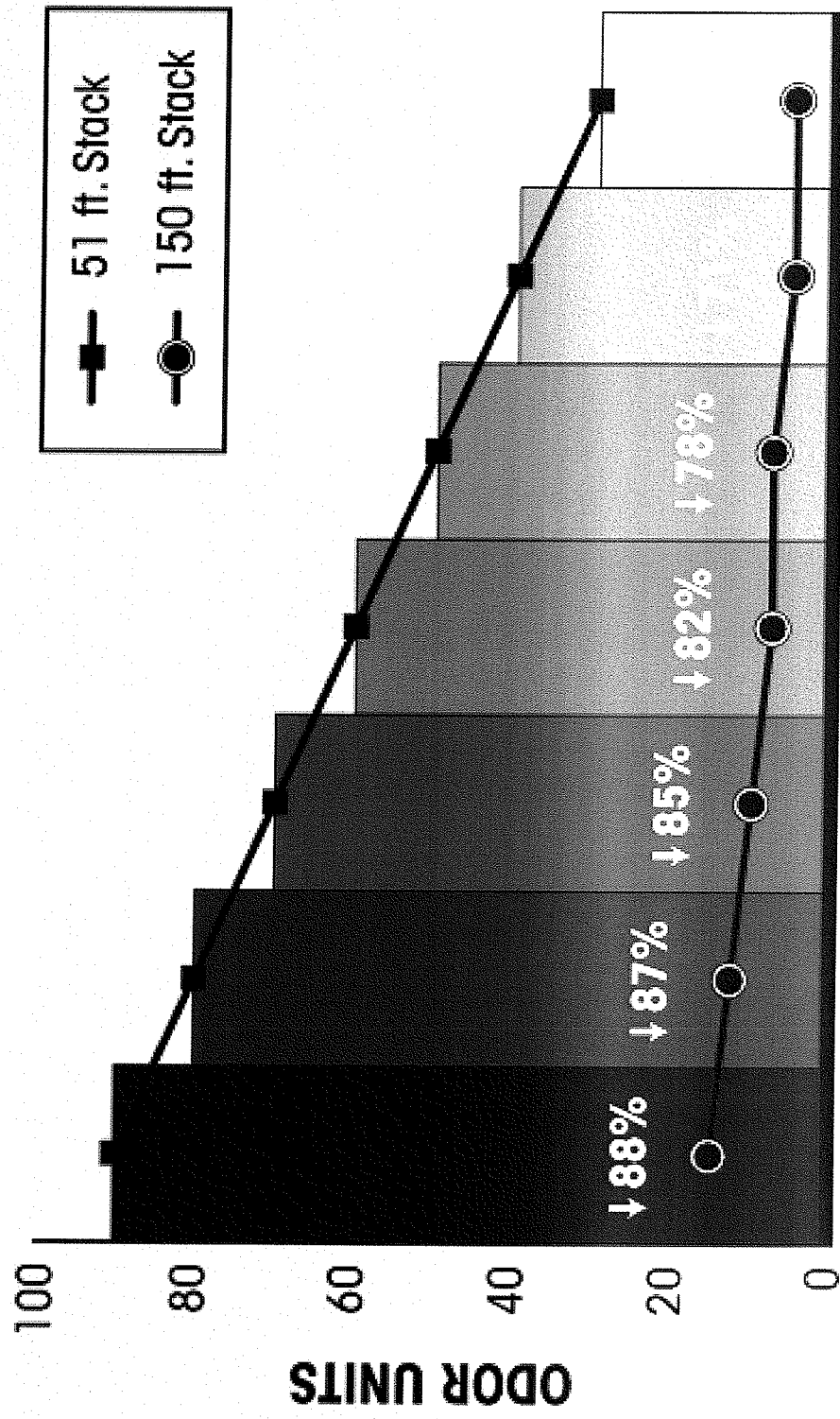
Air Dispersion Modeling

- Consultant utilized AERMOD modeling program
 - Most widely used program by Federal and State Regulatory Agencies
 - Extremely comprehensive
 - Considers site specific conditions
- Increased stack addresses the two main exhaust points of the rendering facility
- Reviewed numerous stack heights
 - Current — 51' above ground
 - Potential — 150' above ground
- Predicts the relative Odor Units at offsite locations

Odor Units

- What is an “Odor Unit”?
 - Intensity of an odor – no one substance in particular
 - Relative to existing
- Model predicts reduction in intensity
 - Example: If you smell an odor intensity of ‘100 units’, the model may predict that an increase in stack height will reduce the odor to ‘10 units’—a 90% reduction in intensity

Odor Reduction Predicted by Model – Worst 1 hour impact out of 43,800 hrs

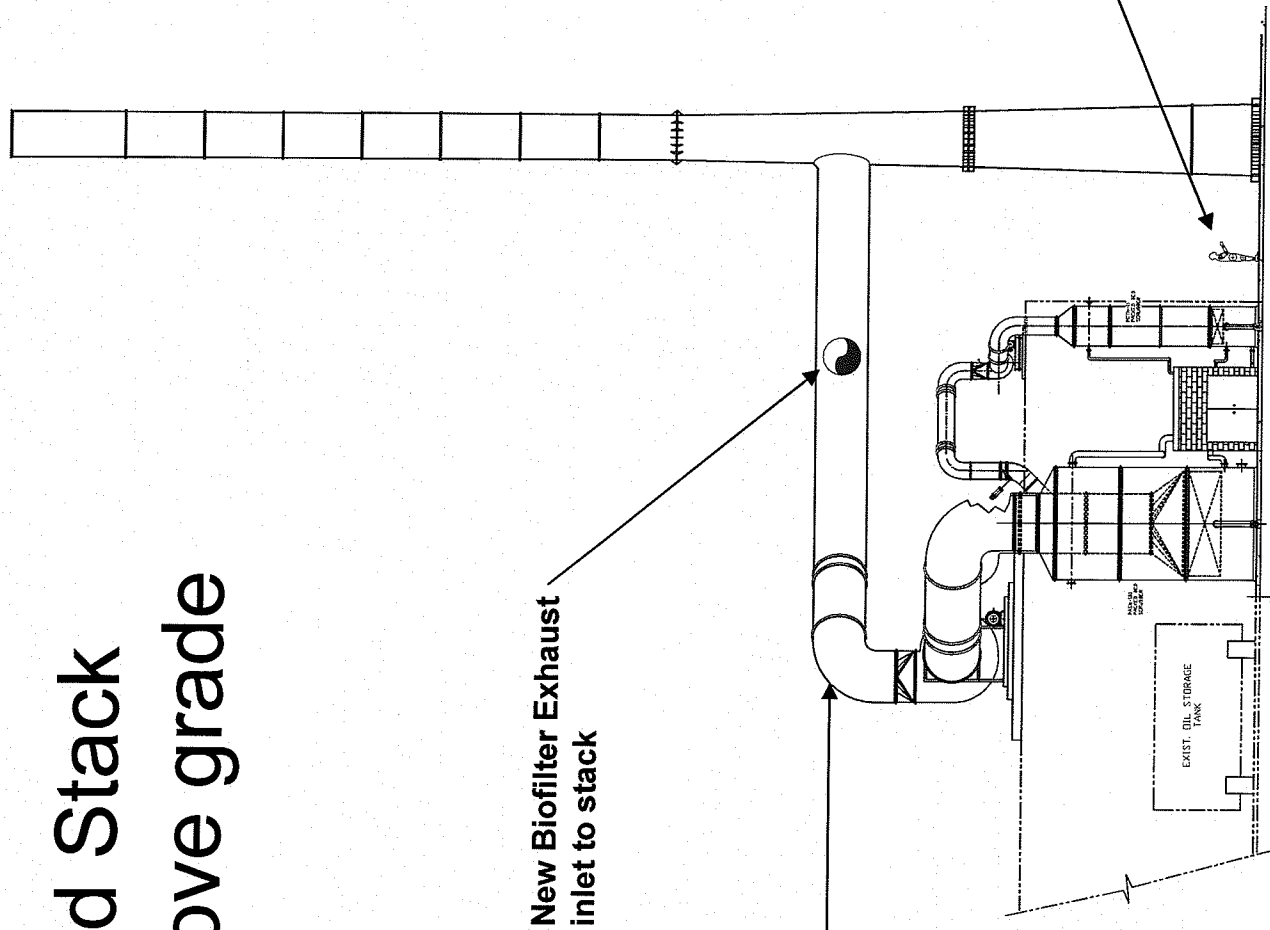


Proposed Stack at 150' above grade

New Biofilter Exhaust
inlet to stack

Existing Stack Height
51' above grade

Human



-ELEVATION @ NORTH WALL-

Next Steps and Schedule

- Further technical and mechanical evaluation of increased stack height
- Final design engineering
- Submit necessary permit applications
- Obtain approvals and install
- Anticipated completion in Spring 2009
- We are committed to providing the best environment possible throughout and after the completion of this project



Human Services Department Policies and Procedures

Policy Title:	Dress Code		Page 1 of 6
Policy #:	ADM-812	Originated:	7/15/91
Division	Mental Health Center – Administration	Revised:	6/08
Approved by:		Approved:	
Cross Ref. #:		Reviewed:	

POLICY:

It is the policy of the Brown County Mental Health Center to have a dress code established to provide for essential standards for personal appearance. Discretion in personal appearance is inherent for all staff including volunteers and special-funded personnel in order to ensure:

1. efficient operation of Center.
2. proper representation to public.
3. role model to clients.
4. health and safe performance of job duties.
5. infection control standards.

SPECIAL INSTRUCTIONS:

All staff shall use good judgment in his/her choice of work clothes and attire. Staff shall also consider that total appearance states more about an individual than does any verbal message he/she delivers.

GENERAL CONSIDERATIONS:

A. Appropriate clothing and attire will be:

1. Clean, neat, free from holes, frayed or ragged edges
2. Modest, well coordinated, professional and business like (scrub uniforms are acceptable for direct care staff).
3. Appropriate fit/size (not skin tight).
4. Safe, appropriate, practical and proper for the job classification, assignment and task to be performed.
5. All tops will be contained within or draped long enough over pants/slacks/skirt to avoid revealing of bare midriff when bending, lifting, or raising arms.
6. Shoes will be closed toed and closed heel with the exception of office staff. Stockings are required in all cases.
7. Shoes will be non-slip, low heeled and as noiseless as possible.
8. Good body hygiene and free from offensive odor.
9. Minimal use of colognes and perfumes.

10. Questionable tattoos or other elective markings will be reviewed in a case-by-case basis.
11. Undergarments and foundations shall be worn at all times and be concealed and contained beneath clothing.
12. Sleeveless tops may be worn during summer months by office staff at the manager's discretion.

B. Prohibited clothing and attire while on duty:

1. Blue denim jeans (except on casual Fridays)
2. Cut off pants or tops, tank, halter tops
3. Spandex tops and pants
4. Tops revealing bare midriffs
5. Fabrics of light nature to allow "see through"
6. Skirts, dresses or culottes shorter than three inches above the knee
7. Hats, jackets, and/or T-shirts containing offensive advertisements, logos, slogans or expressions
8. Unhemmed garments
9. The following are allowed only during client recreational activities; i.e., picnics, exercise programs, swimming and other recreational special events):
 - a. Sweat pants
 - b. Hemmed shorts (minimum of mid-thigh in length)
 - c. Sleeveless tops (may be worn by office staff at the manager's discretion)
 - d. T-shirts and hats (in accordance with B-7 above)
 - e. Modest one-piece swimsuit or other approved swimwear.

- C. When on duty, personal items such as purses/bags, coats/jackets, boots, crafts and/or books shall be kept in facility staff lockers or stored safely in your desk.

PROCEDURE

A. Identification:

1. Office BCMHC Photo ID badges will be issued by the Payroll Department:
 - a. Upon onset of employment
 - b. Change of job classification
 - c. Change of name
 - d. Breakage of badge by a client or normal staff use
 - e. The cost of badges lost, misplaced, or damaged by self in other than normal use will be assumed by the individual staff member.

2. When on duty staff must display **BCHMC Photo ID prominently on their person; i.e., chest, lapel, or waist areas.** (Exception: Staff providing services outside of the facility/grounds will be exempt from displaying their BCMHC Photo ID, but must have their BCMHC Photo ID with them to use as needed).
3. Official BCMHC Photo ID will be returned to the facility upon separation of employment.

Effective October 1, 2002, the following will be implemented:

B. Hair, hair pieces, toupees, sideburns and facial hair for:

All Staff: shall be clean, styled, neatly groomed and appropriate for job assignment. Extremes in style and color are prohibited.

Dietary personnel: The Federal Food Code adopted by the State of Wisconsin specifies that beard restraints must be worn (for all beards). "Food employees shall wear hair restraints such as hair nets, beard restraints and clothing that cover body hair that are designed and worn to effectively keep their hair from contacting exposed food, clean equipment, utensils and linens and unwrapped single service and single use articles."

Nursing: Staff providing direct-client care are required to have their hair contained behind their back during ADL; i.e. assisting clients to eat, bathing and other personal care activities.

C. Fingernails must be clean, well groomed and manicured appropriate to the job assignment. Long nails are prohibited for direct care staff.

Dietary Personnel: According to the Federal Food Code that was adopted by the State of Wisconsin:

- Employees are to keep their hand and exposed portions of their arms clean. (Division of Public Health emphasis is short sleeves for food service.)
- Employees may not wear finger nail polish or artificial nails.
- Single use gloves are to be vinyl or plastic, but not latex.
- While preparing food, employees may not wear jewelry on their arms and hands. This does not apply to a plain ring such as a wedding band and medical alert jewelry.

D. Accessories appropriate for job assignment shall:

1. Compliment other attire.
2. Nursing staff providing direct client care is required to wear or have available a watch, which includes seconds when on duty.

3. For health and safety reasons, jewelry, tied-knot neck tie, necklaces, chains, bracelets, dangling earrings, and/or scarves should not be worn by the following staff:

- a. Dietary
- b. Maintenance
- c. Rehabilitation
- d. Laboratory
- e. Housekeeping
- f. Laundry
- g. Nursing staff providing direct client care
- h. Social Services staff providing direct client care

E. Footwear shall be appropriate to and practical to the job classification and task, taking into account safety, noise, and neatness:

1. Stockings/hose/hosiery shall be worn at all times.
2. Shoes will be closed toed and closed heeled (exception of office staff).
3. Shoes will be non-slip, low heeled and as noiseless as possible.
4. Shoes will be clean and in good condition.
5. In addition to the above guidelines, the following staff is required to wear an oxford-type, non-canvas shoe: Dietary, Housekeeping/Laundry, Maintenance, and Laboratory.
6. Shoes prohibited: High-heeled, tongs, clogs, and mules.

Nursing and Rehabilitation Services staff providing direct-client care shall be required to wear closed toed, closed and low heeled, nonslip footwear, which completely cover the foot and are as noiseless as possible. High-heeled, sandals, thongs, clogs, and/or open-toed/heel footwear shall not be worn (this includes clog-type footwear). Office staff can wear sandals.

F. Clothing:

A wide range of clothing from casual street attire to conservative business attire is acceptable for most departments. All clothing shall be appropriate to his/her individual job classification and job assignment. Uniforms may be worn according to individual preference, but are not required attire.

For health and safety reasons, some articles of clothing will be furnished and laundered by the facility. Clothing furnished by the facility is to be worn only while performing job responsibilities and shall remain at the work place at all times. Repair and replacement of these articles will be processed through the Facilities Management/Housekeeping Manager.

Dress Code for the following departments consists of:

1. **Dietary:** Durable, washable polyester or cotton blend pants and short sleeved tops. No blue jeans. Aprons shall be removed before entering a restroom.

2. **Laboratory:** Lab coats (furnished and laundered by the facility) shall be worn over personal clothing. One lab coat shall be reserved for wearing within the lab area, while the second lab coat shall be worn outside of the lab area.

3. **Facility Management:**

Housekeeping: Smocks (furnished and laundered by the facility) shall be worn over personal clothing whenever the possibility of contamination exists.

Sewing Room: Smocks (furnished and laundered by the facility) shall be worn over personal clothing whenever the possibility of contamination exists.

Maintenance: Coveralls, over the shoe boots, and rainwear (furnished and laundered by the facility) shall be worn while performing job duties in accordance to climate needs. Individual work boots will not be provided.

- G. **Sweaters:** Long-sleeved sweaters shall **not** be worn by Dietary staff. Other staff may wear washable sweaters that are laundered frequently.

- H. **Safety Protective Equipment:** Shall be furnished by the facility and available for all staff whenever necessary to perform his/her job assignment.

As a normal course of business, the following departments shall be required to use safety protective equipment when appropriate to the job assignment as follows:

1. **Housekeeping:** Safety goggles and latex or latex free gloves.
2. **Seam Room:** Safety goggles and latex gloves or latex free gloves.
3. **Maintenance:** Safety goggles, gloves (latex, latex free, rubber, or work), face shield, respiratory equipment, and welding leathers.
4. **Laboratory:** Safety goggles, face shields and latex or latex free gloves and utility gloves as needed to comply with "Standard Precautions."
5. **Nursing:** Safety goggles, face shields, latex or latex free gloves, and aprons as needed to comply with "Standard Precautions."
6. **Dietary:** Cloth aprons, single use vinyl or plastic gloves, oven mitts/glove/holders.

- I. Articles damaged by a client shall be submitted to the Housekeeping/Laundry Services Manager for handling. (A copy of the Employee Incident Form should be attached to the item.) If the item is repairable, such services shall be provided by the seam room worker. The repairs should not be very noticeable. If the item is deemed not repairable, arrangements shall be made to reimburse the employee according to the value of the garment to a maximum as follows and the damaged article(s) turned over to the Center:

- | | |
|--|---------|
| 1. Dress, jumpers | \$35.00 |
| 2. Blouse, shirt, top | 20.00 |
| 3. Skirts, slacks, pants, jeans, or trousers | 30.00 |
| 4. Watches, watchbands according to actual repair cost or replacement purchase receipts. | |
| 5. Glasses: According to actual repair cost or replacement purchase receipts. | |

NOTE: We do not reimburse for any jewelry outside of watches.

Due to the fact that such items are replaced/reimbursed only if damaged by a client, staff is responsible for protecting his/her clothing from damage that may be due to other causes.

- J. Personal appearance shall be monitored on a daily basis by individual department managers. Staff found not in compliance with the Dress Code standards shall be counseled and/or subject to progressive discipline depending on the frequency and severity of the offense. Staff may also be sent home on their own time to dress appropriately or be given scrubs to wear.
- K. Individual questions regarding appropriate attire shall be referred to Department Managers and/or Human Resources for clarification. These questions will be kept confidential.

Hospital and Nursing Home Administrator

Date